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#### Contract Database Metadata Elements

Title: **Gloversville Enlarged School District and Gloversville Enlarged School District Food Service Workers Unit, Civil Service Employees Association, Inc. (CSEA), Local 1000, AFSCME, AFL-CIO, Fulton County Local 818 (2002)**

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Union: **Gloversville Enlarged School District Food Service Workers Unit, Civil Service Employees Association, Inc. (CSEA), AFSCME, AFL-CIO**

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Gloversville Enlarged City School  
District And Gloversville Cafeteria  
Employees

**AGREEMENT AND CONTRACT**

**Between the**

**GLOVERSVILLE ENLARGED CITY SCHOOL DISTRICT**

**and the**

**CSEA for the**

**FOOD SERVICE WORKERS ASSOCIATION**

**July 1, 2002 - June 30, 2005**

**RECEIVED**

**NOV 25 2003**

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

## TABLE OF CONTENTS

|   |    |
|---|----|
| Preamble .....                                | 1  |
| Article I Recognition .....                   | 2  |
| Article II Principles .....                   | 3  |
| Article III Procedures .....                  | 3  |
| Article IV Salary .....                       | 5  |
| Article V Fringe Benefits .....               | 6  |
| Article VI In-Service Training .....          | 9  |
| Article VII Temporary Leaves of Absence ..... | 10 |
| Article VIII Conditions of Employment .....   | 12 |
| Article IX Grievance Procedure .....          | 13 |
| Article X Duration of Contract .....          | 14 |

## APPENDICES

### Salary Schedules

|  |    |
|--|----|
| Appendix A Assistant Cook .....        | 16 |
| Appendix A Cook .....                  | 16 |
| Appendix A Middle School Manager ..... | 16 |
| Appendix A High School Manager .....   | 17 |
| Appendix A Hourly Employee .....       | 17 |

GLOVERSVILLE, NEW YORK  
CAFETERIA EMPLOYEES ASSOCIATION  
SCHOOL BOARD RELATIONS AGREEMENT

**PREAMBLE**

THIS AGREEMENT, is made and entered into by and between the Board of Education of the Gloversville Enlarged School District (hereinafter called the "Board"), and the Civil Service Employees Association, Inc., AFSCME Local 1000, AFL-CIO for the Gloversville Enlarged School District Food Service Workers Unit of the Fulton County Local #818 (hereinafter referred to as the "Association" or "CSEA").

It is the goal of the Board to have the students reach their full potential. This requires the efforts of students and staff alike in an atmosphere of friendship and understanding. By serving nutritious and appetizing meals in a clean and safe environment, the Cafeteria Staff can take pride in knowing they have assisted in this endeavor.

While under the law, the Board has the final responsibility for establishing policies within the Gloversville City School District, the Board also believes that the establishment of their policies and the assignment of the subsequent responsibilities has to be in an atmosphere of mutual respect and cooperation. It shall, therefore, be the policy of this Board that Cafeteria Employees shall have the right, through a representative of their own choosing, to participate in the formulation of policies relating to salaries, terms, and conditions of employment.

The following principles and procedures are adopted in order to implement this policy.

## **ARTICLE I Recognition**

### **Section 1. Recognition.**

The Board recognizes the CSEA as the exclusive representative for the purpose of collective negotiations with respect to wages, hours and other terms and conditions of employment for all members of the Food Service Workers' Unit of the Gloversville Enlarged School District. This unit consists of managers, cooks, senior food service helpers and part-time food service helpers. All of the above mentioned employees shall be considered "regular" employees by definition. Substitute food service workers are specifically excluded from the unit. The School Lunch Director has been deemed management and is, therefore, excluded from representation.

### **Section 2. Dues Check-Off.**

- A. The Board will deduct from the pay of each employee of the Unit, herein designated, all CSEA deductions provided that, at the time of such deductions, there is a written authorization executed by the employee, in the form required by law, and in the possession of the Board.
- B. The Board will deduct from the pay of employees in the months of September through June all CSEA deductions, including CSEA sponsored insurance programs such as: Personal Lines Insurance, Life and Disability Insurance programs. All deductions becoming due and payable shall be remitted directly to CSEA, Inc., in one check, including Personal Lines Insurance deductions which shall be transmitted directly to an insurance company designated by CSEA.
- C. The District shall deduct from the salary of employees in the bargaining unit who are not members of the Association an amount equal to the dues levied by the Association and shall transmit the sum so deducted to CSEA, Inc., in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York. All dues, agency fees and insurance deductions shall be sent to CSEA Headquarters at the close of each pay period.

### **Section 3. Definitions.**

- A. A "Level I employee" is defined as any unit member holding the civil service job title of manager, cook-manager, senior food service worker (assistant cook) or cook.
- B. A "Level II employee" is defined as any unit member holding the civil service job title of food service worker.

## **ARTICLE II**

### **Principles**

- A. Cafeteria Employees Association shall have the right, freely and without fear of penalty or reprisal, to form, join, or assist cafeteria organizations, to participate through representatives of their own choosing in decisions concerning salaries, terms and conditions of employment.
- B. The Association shall have the following rights subject to reasonable regulations: (a) to use bulletin boards or other communication media, (b) to use building facilities for the purpose of meetings concerned with the exercise of the right established by this statement, and (c) to hold such meetings without the presence of the Superintendent, Assistant Superintendents, or members of the Board.
- C. The Board and CSEA shall negotiate in a good faith effort to reach agreement over the establishment of terms and conditions of employment. Any agreement so negotiated shall apply to all cafeteria personnel employed by the Gloversville Enlarged School District. The Board and the Association shall each appoint a negotiating committee not to exceed five (5) members to act on its behalf.
- D. The Board and the Association agree that there will be a mutual exchange of any information required by either side for purposes of negotiation.
- E. If joint meetings of the negotiating committees are scheduled during the school day, members of the committees shall be released from their regular duties without loss of salary.
- F. The Association shall not cause, engage in or sanction any strike or refusal to perform the duties of employment by any employee and no employee shall cause or participate in any strike or refuse to perform the duties of their employment.
- G. The Association agrees to admit persons to membership without discrimination on the basis of race, creed, color, national origin, sex or marital status and to represent all employees of the unit herein designated.
- H. The Board agrees not to discriminate against an employee in regard to their hiring or any other term and condition of employment on the basis of race, creed, color, national origin, sex, marital status, or membership or participation in the Association.

## **ARTICLE III**

### **Procedures**

- A. The meetings of the negotiating committees may be initiated at the written request of either party during the first week of February of any year.

- B. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and reach compromises in the course of negotiations. Either party may utilize the services of consultants in negotiating meetings. A recorder for either or both parties may be present.
- C. Agreements reached by the negotiating committees shall be submitted in writing to the Board and the Association with a recommendation for ratification. Upon ratification, the agreements shall be signed by the presidents of both parties.
- D. If the teams are unable to reach agreement by June 1, either party may request the use of mediation. The parties will seek to agree on a mutually acceptable mediator and will obtain a commitment from said mediator to service. If the Board and the Association are unable to agree upon a mediator or to obtain such commitment, the parties shall request the State Public Employment Relations Board to designate a mediator to assist the parties to reach an agreement. If the parties retain a private mediator and have not reached agreement by June 1 either party may request the State Public Employment Relations Board to appoint a fact-finding board. Such mediation and fact-finding will be governed by the provisions of Section 209 of the Civil Service Law.
- E. The Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement. Before the Board adopts a change in policy which affects salaries, terms and conditions of employment which are not covered by the terms of the Agreement, the Board will notify the Association in writing that it is considering such a change. The Association will have the right to advise the Board of such items, provided that it files such a request with the Board within five (5) calendar days after receipt of said notice.
- F. This Agreement shall supercede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- G. Any individual arrangements, agreement or contract between the Board and a cafeteria employee shall be subject to and consistent with the terms and conditions of this Agreement and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual arrangement, agreement, or contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

- H. If any provision of this Agreement or any application of the Agreement to a cafeteria employee or group of cafeteria employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- I. Copies of this Agreement shall be printed at the expense of the Board and shall be distributed by the Association.

#### **ARTICLE IV**

##### **Salary**

- A. The Food Service Workers salary schedules effective July 1, 2002 are attached hereto and designated Appendix A and made a part hereof as much as if it were set forth at length herein. All bargaining unit members who are on a salary schedule step on June 30, 2002 shall advance to the next step for the 2002-2003 school year. Those employees who are not on a salary schedule step on June 30, 2002, or advance off the step schedule during the duration of the Agreement shall receive a 3.75% salary increase in the 2002-2003 school year, three and three-quarters (3.75%) in the 2003-2004 school year and four (4.0%) in the 2004-2005 school year
- B. According to the Fair Labor Standards Act, overtime will be paid at one and a half the hourly rate to any employee who works in excess of forty (40) hours in one week. Holidays or sick time do not count as time worked even though they may be fully paid for.
- C. Due to the emergency call-out provisions under this Contract, any employee who reports for work and school is subsequently closed, will receive a minimum of one hour of pay.
- D. Effective July 1, 1994, longevity increments of \$350 at the end of the tenth year; \$350 at the end of the fifteenth year, \$450 at the end of the twentieth year, and \$450 at the end of the twenty-fifth year will be given to Level I personnel. Service must be continuous. Effective July 1, 1997, a longevity increment of \$250 at the end of the tenth year of service will be given to Level II personnel. Level II employees shall receive their entire longevity increment on their anniversary date. In order to receive a longevity increment, service by the Level I and Level II employee must be for a single continuous period. Effective July 1, 1999, a longevity increment of \$300 at the end of the fifteenth year of service will be given to Level II personnel.
- E. When a cafeteria employee has served in a Level I position for a period of ten (10) years, (s)he shall be awarded a \$200 incentive towards his/her retirement providing (s)he gives notice to the Superintendent of Schools at least six (6) months prior to the date of retirement. An Level II employee who gives one hundred twenty (120) days notice to the Superintendent of Schools before the date of intended retirement will



receive a lump sum payment in his/her last check equivalent to 1/10 of the value of his/her accumulated sick days for a maximum of ten (10) years.

- F. Annual salary notices will be sent to each employee during the first thirty (30) days of the new school year. These will include salary and accumulated sick leave days for Level I and Level II employees. These will be distributed in September of each year.
- G. When an employee holding a Level I position is absent for more than twenty (20) consecutive work days, commencing on the 21<sup>st</sup> work day, the employee assuming the duties of the absent employee will be paid the salary commensurate with that of the absent employee.

## **ARTICLE V**

### **Fringe Benefits**

#### **A. Health Insurance.**

- 1. (a) Effective July 1, 2002, all bargaining unit members who work six (6) or more hours per day shall be eligible to participate in the District offered health insurance plans. Effective July 1, 2002, all participating employees shall contribute 11.5% of the premium cost. Effective July 1, 2003, all participating employees shall contribute 13% of the premium cost. Effective July 1, 2004, all participating employees shall contribute 15% of the premium cost. The District shall contribute the remaining portion of the premium cost in each year. The District shall continue to implement the pre-tax dollar benefits provided pursuant to Section 125 of the U.S. Internal Revenue Code.
- (b) The Board reserves the right to contract for benefits provided under paragraph 1(a) above through an insurance carrier other than the one currently designated. In the event of a change of carrier, the hospital, medical/surgical and major medical benefits provided by the new carrier shall, in all respects be at least equal to the benefits provided under the Blue Cross/Blue Shield Plan C that was in effect on June 30, 1983.
- (c) H.M.O. The District may offer the employee and their dependents the option of enrolling in a federally qualified health maintenance organization. The amount of the contribution by the District will be the same as that with Blue Cross/Blue Shield.
- (d) Effective January 1, 1998, the annual extended medical deductible for each participating bargaining unit member shall be \$100 per individual plan and \$300 per family plan. All deductibles shall be paid in full by the participating unit member.

- (e) Effective January 1, 1998, the calculation of the out-of-pocket coinsurance maximum will change from a cumulative lifetime basis to a calendar year basis.
- (f) Any bargaining unit member who had reached the former cumulative lifetime out-of-pocket coinsurance contribution of \$500 prior to July 1, 1997 shall be held harmless and exempt from the provisions of Article V(A)(1)(e) above. Any bargaining unit member who reaches the former cumulative lifetime out-of-pocket coinsurance contribution at any time after July 1, 1997 shall be subject to Article V(A)(1)(e) above.

## 2. Retirees

- (a) Any employee who gives written notice to the Superintendent of Schools thirty (30) days before the date of intended retirement will be eligible to receive partial credit for accumulated unused sick leave toward payment of the employee's cost of coverage under the health insurance plan.

Daily rate at retirement x 1/20 of unused sick leave up to 200 days = total allotment toward employee's cost of health insurance.

Example:

|  |                                   |
|--|-----------------------------------|
| Daily rate at retirement =                           | \$62 (\$12,400 ÷ 200 school days) |
| 1/20 of 200 unused sick leave =                      | 10                                |
| 10 x \$62 =  | \$620.00                          |
| Yearly contribution individual                       | <u>202.94</u>                     |
| Balance to be applied to subsequent years' payments: | \$417.06                          |

## B. Payroll Deductions.

### 1. Dues

- (a) The School District agrees to deduct from the salary of full time or Level I cafeteria personnel dues for the Cafeteria Personnel Association. The employee's authorization for this deduction must be made in writing.
- (b) The Cafeteria Personnel Association will certify to the Assistant Superintendent for Business, in writing, the current rate of its membership dues. If the Association changes the rate of its membership dues, it will give the School District written notice prior to the start of a given school year.

- (c) The School District will honor requests for dues deduction submitted no later than the third day of each school year. Any new employee starting service during the course of the year will be permitted to request dues deduction at the time of employment.
- (d) No later than the third day of school each year, the Association will provide the School District with the signed forms of those employees who have voluntarily authorized the School District to deduct dues.
- (e) Deduction forms will be signed for each new school year. When a deduction form is signed and submitted, it commits the employee to a continuing and complete deduction of all dues listed on the form. Once a deduction is authorized by an employee, the entire amount of dues will be deducted even though the employee may leave service in Gloversville during said school year.

2. Tax-Sheltered Annuities

Employees may participate in the tax-sheltered annuities program. Such annuities may be purchased from those programs that have been approved by the District. The cost of administering the program shall be borne by the Board.

3. Credit Union

Any regular employee may request a payroll deduction for the credit union with thirty (30) days advance notice. Cancellation of this deduction will also require thirty (30) days notice.

4. Savings Bonds

Any regular employee may request a payroll deduction for Savings Bonds with thirty (30) days advance notice. Cancellation will also require thirty (30) days notice.

C. Workers Compensation.

- 1. The following conditions govern the use of sick leave while absent under workers' compensation.
  - (a) Full wages shall be paid by the School District.
  - (b) The compensation received by the employee shall be returned to the School District.

- (c) Upon returning to employment, the amount of sick leave to be charged against the employee's accumulated sick leave will be prorated to the nearest whole day.

Example:

Two-thirds (2/3) of the absence may be reimbursed by compensation.

One-third (1/3) of the absence may be charged to sick leave.

- D. The Board shall implement the New York State Death Benefit Option (60b) under the New York State Employees' Retirement System Plan 75G for eligible bargaining unit employees.
- E. It is the policy of the District to encourage and foster activities to advance the professional skills of its employees. Therefore, the Board will allow a maximum of \$250 for each year of the Contract for approved in-service training workshop expenses for employees working towards certification. The chief school officer must grant permission for attendance at such in-service training sessions prior to any employees attending.
- F. Mileage Reimbursement. The District agrees to pay to the three (3) senior food service helpers at the satellite elementary schools, mileage reimbursement for approved travel from the high school to their satellite school at the Internal Revenue Service rate of reimbursement for mileage.
- G. Any current employee who recommends a new employee who remains in the employ of the District for a full year will receive a bonus of \$25 for assisting the District in finding good employees.

## **ARTICLE VI**

### **In-Service Training**

- A. Salaried or full-time cafeteria employees will attend in-service meetings, approximately two hours in length on at least two (2) days that are scheduled as one-half school days. Provided the cafeterias are in order, they will not be required to report on any other half-day session. The School Lunch Manager will designate the two meeting days and plan for the in-service training.
- B. On the first day of staff attendance of each school year, all bargaining unit members shall attend District staff orientation in the morning, and shall attend a half-day workshop in the afternoon. The afternoon workshop shall be organized by the District.

## ARTICLE VII

### Temporary Leaves of Absence

#### A. Personal Illness

1. Salaried employees, who are employed on a full-time basis, will be entitled to fifteen (15) sick leave days each school year provided the employee reports to work a minimum of five (5) days at the beginning of the school year. Sick leave days may be accumulated from year to year up to a limit of two hundred (200) days.
2. After satisfactory completion of a six (6) month probationary period, non-salaried or hourly employees will be granted four (4) sick days per year which may be cumulative to one hundred (100) days.
3. A certificate from a physician shall be required of any employee using six (6) or more consecutive days and a certificate from the school physician shall be required of any employee using eleven (11) or more days. A certificate may be required from the employee's physician or the school physician at any time, for any number of days, at the discretion of the Superintendent of Schools or his/her designee.
4. A new hourly employee becomes eligible for sick leave when (s)he has completed all employee requirements, i.e., physical exams, blood tests, x-rays, and other examinations/tests as enumerated by the Gloversville Enlarged School District.

#### B. Other Additional Days: Salaried Employees

In addition to the fifteen (15) days for personal illness, five (5) additional days are granted on which a full-time or salaried employee may be absent from duty. Such days are provided non-cumulative except as provided below.

1. Death or illness in the immediate family, not to exceed five (5) days. Immediate family will be defined as: wife, husband, parent, parent-in-law, son, daughter, sister, brother, grandparent, grandchild, or domestic partner living in the employee's household. Bereavement leave not to exceed five (5) days.
2. Personal business, not to exceed two (2) days, may be granted for personal business that cannot be conducted on a non-working day.
3. Unused personal days may be added to the employee's accumulated sick leave account at the end of each school year.

C. Other Additional Day: Hourly Employees

In addition to the four (4) sick days, hourly employees will be entitled to:

1. Bereavement leave will be granted for death in the immediate family. Immediate family will be defined as: wife, husband, parent, parent-in-law, son, daughter, sister, brother, grandparent, grandchild, or domestic partner living in the employee's household. Bereavement leave not to exceed five (5) days.
2. Personal business not to exceed two (2) days, may be granted for personal business that cannot be conducted on a non-working day.
3. Unused personal days may be accumulated as part of the one hundred (100) day maximum.

D. Holidays

Effective July 1, 2002, all regular employees shall receive the following ten (10) holidays:

Columbus Day, Veteran's Day, Thanksgiving, the day after Thanksgiving, Christmas Day, New Year's Day, Martin Luther King, Jr. Day, President's Day, Good Friday, and Memorial Day.

Payment will be made on the basis of the employee's regular daily rate.

E. Perfect Attendance

A payment equivalent to one day's regular wages will be paid to each regular employee who has perfect attendance in each ten (10) week period. Periods will be defined as each ten week period identified in the school calendar when students are in attendance.

F. Other Leaves

1. Unpaid leaves of absence for up to one (1) year in length may be granted upon application to the Board for child rearing or illness to all employees who are employed on a "regular" basis. Upon return from such leave, the employee shall be placed in their former or substantially equivalent position. Employees on an unpaid leave of absence do not accrue any sick leave or personal leave credit.
2. Any employee absent for three (3) consecutive days without permission or without calling in will be regarded as a voluntary resignation on the fourth day.

## **ARTICLE VIII**

### **Conditions of Employment**

#### **A. Service Credit**

1. Service time for all regular employees will start from the first day of their employment.
2. When a salaried position is vacant, consideration will be given to qualified hourly employees of the cafeteria personnel staff. It is understood that any vacancy will be filled with the best qualified person, regardless of the length of time they have substituted. It is only when all things are equal, that seniority will prevail.

#### **B. Posting of Vacancies**

When any position is vacated within the cafeteria, salaried or hourly, the notice will be posted for a ten day period in each cafeteria. Requests for consideration must be submitted in writing to the School Lunch Director by the deadlines specified in the job posting. Following formal action by the Board, all vacancies will be posted (internally) within fifteen (15) work days. The unit president will be notified of all vacancies prior to posting any position.

#### **C. Transfer of Employees**

When it becomes necessary to transfer an employee, final consideration will be given so that the District may function smoothly. Every attempt will be made to take seniority into account whenever possible.

#### **D. Dress**

Employees are to come to work in attire appropriate for a food service operation. Hair restraints are to be worn by all employees and plastic gloves are to be worn by all servers. Every attempt is to be made to comply with all sanitary codes as enforced by the County.

#### **E. Safety**

A safe working environment and safe work practices must be a priority in every cafeteria. Therefore, no work is to be performed if the conditions are unsafe. Efforts should be made to keep the highest possible standards for general housekeeping. Guards should be used on all pieces of equipment if so equipped. All injuries are to be reported promptly on the District employee injury reports. Follow up to any accidents is to be done in accordance with the instructions on the form.

F. Suggestion Program

A suggestion program will be instituted to encourage employees to bring ideas to the attention of the Cafeteria Manager who in turn will share them with the School Lunch Director. Suggestions are to be in writing. If your suggestion is accepted, you will be given a cash payment of \$25. If your suggestion is not accepted, you will be informed in writing of the reason why.

G. Hepatitis B Virus

Hepatitis B Virus (HBV) vaccinations will be available to all bargaining unit members who attend a District workshop on blood-borne pathogens. Such vaccinations shall be voluntary and at the request of the unit member. The District School Nurse will administer the required series of three vaccinations during the normal working hours and at no cost to the bargaining unit member.

H. Labor Management Committee

A Labor Management Committee shall be established to discuss work issues not related to grievances. The committee may meet quarterly on an as needed basis. An agenda will be exchanged by the parties at least one week prior to the meeting date. Each party will make every effort to have the appropriate representatives, in accordance with the agenda, at the meeting.

**ARTICLE IX  
Grievance Procedure**

A. Definitions

1. A grievance is a complaint by a bargaining unit member of an alleged violation, misapplication, or misinterpretation of a specific provision of this Agreement.
2. Days shall mean work days of the grievant. During July or August, days shall mean calendar days.
3. Grievant shall mean an individual bargaining unit member, a group of unit members or the Association.
4. A grievance form shall be provided as part of this Agreement.

B. Procedure

Step 1. If a Grievant cannot resolve an issue to his/her satisfaction, (s)he may file a written grievance with the School Lunch Director. The School Lunch Director shall respond within fifteen (15) days.



Step II. If the Grievant is not satisfied with the decision of the School Lunch Director, (s)he may file a written appeal to the Assistant Superintendent for Business/Business Manager. The Assistant Superintendent for Business/Business Manager shall respond within ten (10) days.

Step III. If the Grievant is not satisfied with the decision of the Assistant Superintendent for Business/Business Manager, (s)he may file a written appeal to the Superintendent of Schools. The Superintendent of Schools shall respond within ten (10) days.

Step IV. If the Grievant is not satisfied with the disposition of the grievance at Step III, or if no decision has been rendered by the Superintendent of Schools within ten (10) working days, the Grievant may file a written appeal with the Board by forwarding the grievance to the President of the Board and the Superintendent of Schools within fifteen (15) working days of the due date for the Step III decision.

Such appeal shall be in writing and shall include a copy of the grievance filed at Step I, a copy of the Step I, Step II and Step III decisions, along with a short plain statement of the reasons for disagreement with the prior decisions.

The Board shall review the grievance file at the next regularly scheduled Board meeting. The Grievant and/or CSEA shall be afforded the opportunity to present the grievance to the Board in executive session. The Board shall issue its decision within twenty-five (25) working days after said meeting.

The decision of the Board shall be final and binding on the parties.

## **ARTICLE X**

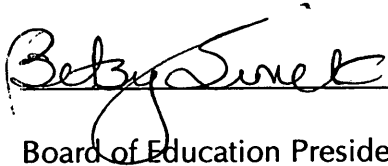
### **Duration of Contract**

This Contract shall be effective as of July 1, 2002, and shall continue in effect through June 30, 2005, subject to reopening as follows:

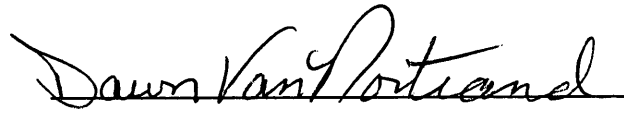
In the event either party wishes to amend this Agreement, notice may be given by the November 1 preceding the expiration of this Agreement. Negotiations concerning such proposed amendments shall proceed in accordance with the provisions of procedures of this Agreement. Amendments resulting from such negotiations shall take effect beginning the following July 1 or at such other time as may be mutually agreeable to the parties.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 4<sup>th</sup> day  
of March, 2008.3

FOR THE DISTRICT:

  
Board of Education President

FOR THE ASSOCIATION:

  
President

KAW:agcafeteria.gloversville2002

# SALARY SCHEDULE FOR FOOD SERVICE EMPLOYEES

## Assistant Cook

| STEP | 2001-2002 | 2002-2003 | 2003-2004 | 2004-2005 |
|------|-----------|-----------|-----------|-----------|
| 1    | \$ 8,052  | \$ 8,274  | \$ 8,501  | \$ 8,756  |
| 2    | \$ 8,131  | \$ 8,354  | \$ 8,584  | \$ 8,841  |
| 3    | \$ 8,210  | \$ 8,436  | \$ 8,668  | \$ 8,927  |
| 4    | \$ 8,290  | \$ 8,518  | \$ 8,752  | \$ 9,014  |
| 5    | \$ 8,372  | \$ 8,601  | \$ 8,837  | \$ 9,102  |
| 6    | \$ 8,453  | \$ 8,686  | \$ 8,924  | \$ 9,191  |
| 7    | \$ 8,620  | \$ 8,770  | \$ 9,011  | \$ 9,281  |
| 8    | \$ 8,787  | \$ 8,943  | \$ 9,099  | \$ 9,372  |
| 9    | \$ 8,952  | \$ 9,117  | \$ 9,279  | \$ 9,463  |

## Cook

| STEP | 2001-2002 | 2002-2003 | 2003-2004 | 2004-2005 |
|------|-----------|-----------|-----------|-----------|
| 1    | \$ 8,813  | \$ 9,055  | \$ 9,304  | \$ 9,583  |
| 2    | \$ 8,899  | \$ 9,143  | \$ 9,395  | \$ 9,677  |
| 3    | \$ 8,985  | \$ 9,233  | \$ 9,486  | \$ 9,771  |
| 4    | \$ 9,074  | \$ 9,322  | \$ 9,579  | \$ 9,866  |
| 5    | \$ 9,163  | \$ 9,415  | \$ 9,672  | \$ 9,962  |
| 6    | \$ 9,253  | \$ 9,507  | \$ 9,768  | \$ 10,059 |
| 7    | \$ 9,434  | \$ 9,600  | \$ 9,863  | \$ 10,158 |
| 8    | \$ 9,617  | \$ 9,788  | \$ 9,960  | \$ 10,258 |
| 9    | \$ 9,796  | \$ 9,978  | \$ 10,155 | \$ 10,359 |

|  |  |  |                  |                  |                  |                  |  |
|--|--|--|------------------|------------------|------------------|------------------|--|
|  |  |  |                  |                  |                  |                  |  |
| <i>Middle School Manager</i>                         |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
| <u>STEP</u>  |  |  | <u>2001-2002</u> | <u>2002-2003</u> | <u>2003-2004</u> | <u>2004-2005</u> |  |
|  |  |  |                  |                  |                  |                  |  |
| 1  |  |  | \$ 10,697        | \$ 10,991        | \$ 11,293        | \$ 11,632        |  |
| 2  |  |  | \$ 10,801        | \$ 11,098        | \$ 11,403        | \$ 11,745        |  |
| 3  |  |  | \$ 10,906        | \$ 11,206        | \$ 11,514        | \$ 11,859        |  |
| 4  |  |  | \$ 11,012        | \$ 11,315        | \$ 11,627        | \$ 11,975        |  |
| 5  |  |  | \$ 11,120        | \$ 11,425        | \$ 11,739        | \$ 12,092        |  |
| 6  |  |  | \$ 11,230        | \$ 11,537        | \$ 11,854        | \$ 12,209        |  |
| 7  |  |  | \$ 11,450        | \$ 11,651        | \$ 11,970        | \$ 12,328        |  |
| 8  |  |  | \$ 11,671        | \$ 11,880        | \$ 12,088        | \$ 12,449        |  |
| 9  |  |  | \$ 11,891        | \$ 12,109        | \$ 12,325        | \$ 12,571        |  |
|  |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
| <i>High School Manager</i>                           |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
| <u>STEP</u>  |  |  | <u>2001-2002</u> | <u>2002-2003</u> | <u>2003-2004</u> | <u>2004-2005</u> |  |
|  |  |  |                  |                  |                  |                  |  |
| 1  |  |  | \$ 12,448        | \$ 12,790        | \$ 13,142        | \$ 13,536        |  |
| 2  |  |  | \$ 12,569        | \$ 12,914        | \$ 13,270        | \$ 13,667        |  |
| 3  |  |  | \$ 12,692        | \$ 13,040        | \$ 13,399        | \$ 13,800        |  |
| 4  |  |  | \$ 12,816        | \$ 13,168        | \$ 13,529        | \$ 13,935        |  |
| 5  |  |  | \$ 12,941        | \$ 13,297        | \$ 13,662        | \$ 14,071        |  |
| 6  |  |  | \$ 13,069        | \$ 13,427        | \$ 13,795        | \$ 14,208        |  |
| 7  |  |  | \$ 13,325        | \$ 13,559        | \$ 13,930        | \$ 14,347        |  |
| 8  |  |  | \$ 13,583        | \$ 13,825        | \$ 14,067        | \$ 14,487        |  |
| 9  |  |  | \$ 13,838        | \$ 14,093        | \$ 14,343        | \$ 14,630        |  |
| ADDITIONAL STIPEND                                   |  |  | \$ 700           | \$ 700           | \$ 700           | \$ 700           |  |
| centralized cooking-twin cafeterias                  |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
| THE ABOVE SALARY SCHEDULES COVER A 180-DAY WORK YEAR |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |
|  |  |  |                  |                  |                  |                  |  |

[illegible]